



Taskforce on Recruitment

Recruitment to the Library Field in Kentucky: One Group's Efforts

September 2004 – KLA/KSMA Fall Conference

Presenters were members of the KSUG Taskforce on Recruitment:

Susan Brown, Transylvania University

Terri Brown, University of Kentucky

Rose Davis, Western Kentucky University

Enid Wohlstein, Kentucky Virtual Library and taskforce chair



Taskforce on Recruitment

A little history...

May 2003 – KSUG/VLUG combined meeting. KSUG Chair, Bryan Carson, creates a taskforce to address recruitment to the library profession within Kentucky. Enid Wohlstein volunteers to chair.

Summer 2003 – The KSUG_recruiting listserv is created. The membership is informal and the list grows quickly.

Via the ksugrecruiting listserv, we discuss various issues relating to recruitment and a list of concerns develops.

1. Recruitment to the profession,
2. Ethnic minority recruitment to the profession,
3. Staff and paraprofessional continuing education or pursuit of MLS, and
4. Recruitment of quality staff and paraprofessionals.

The group discusses projects, recruitment opportunities such as events and conferences, scholarship and grant sources, education opportunities and other issues and ideas.



Taskforce on Recruitment

Events – Where did we go?

March

Fayette County Tech Fair [k-12 Student Technology Leadership Program (STLP) kids] - brochures, KYVL bookmarks/notepads

UK's Learning Services Center's Project C.S.I., Multicultural and Academic Affairs and the Career Center -- Multicultural Internship and Major Exploration Fair - brochures, KYVL bookmarks

April

Fayette County High School visits – visiting with African American students to talk about conference in June and talk about library science as a career - brochures, KYVL bookmarks/notepads/mousepads, Enid's biz cards

June

African American Academically Proficient High School Juniors and Seniors Conference - booth with brochures, etc [Enid, Reinette, Bryan, Rose, Scott Parham - SOLINET]



Taskforce on Recruitment

Projects – What did we do?

Cataloging Our Profession: The Faces of Kentucky's Information Professionals

What: Gathering one-page bios from information professionals, librarians, staff, and paraprofessionals from around the state. We asked for informal bios and a photo.

Bio should talk about professional experiences, why the library field was chosen, work experiences, love of the field, maybe some misconceptions people have...

Why: Show the diversity of our profession. We are all races, almost all ages [say late teens and up] and in an incredible variety of industries and fields, and roles.

Use these as handouts for recruitment at events, career fairs, etc.

Possibly binding the bios into a book to potentially benefit our profession on a national level.

Supporting efforts in Kentucky to recruit new librarians and support staff and to break the stuffy, shushy librarian stereotype.

And we are still collecting profiles! Send yours and a digital photo to enid.wohlstein@ky.gov!



Taskforce on Recruitment

What can you do? Get involved locally, look for opportunities in your community.

4-H Career Shadowing

YMCA Youth organizations

Girl Scouts

Boy Scouts

Other Community Youth Groups

Student Technology Leadership Program (STLP) in the K-12 schools

School Career Days/Fairs

School Technology Fairs

Others???



KL-Divers

Kentucky Library Diversity

Education, Recruitment, and Support

KLDivers is a place for librarians, library employees, and people interested in the information profession. You will find projects, recruitment opportunities such as events and conferences, scholarship and grant sources, education opportunities, and links to other resources of interest to Kentuckians in the library science field.

KLDivers is a webplace focused around four areas of concern:

- Recruitment to the profession,
- Ethnic minority recruitment to the profession,
- Staff and paraprofessional continuing education or pursuit of MLS, and
- Recruitment of quality staff and paraprofessionals.

[Calendar of Events](#) | [Recruitment Resources](#) | [Recruiting and Support Staff](#) | [Awards and Scholarships](#) | [Professional Organizations](#) | [KL-Divers listserv](#)

Calendar of Events

October

| Sunday | Monday | Tuesday | Wednesday | Thursday | Friday | Saturday |
|--------|--------|---------|-----------|----------|--------|----------|
| | | | | | 1 | 2 |
| 3 | 4 | 5 | 6 | 7 | 8 | 9 |
| 10 | 11 | 12 | 13 | 14 | 15 | 16 |
| 17 | 18 | 19 | 20 | 21 | 22 | 23 |
| 24 | 25 | 26 | 27 | 28 | 29 | 30 |
| 31 | | | | | | |

Recruitment Resources

[Occupational Outlook Handbook - Librarian](#)

"The traditional concept of a library is being redefined from a place to access paper records or books to one that also houses the most advanced media, including CD-ROM, the Internet, virtual libraries, and remote access to a wide range of resources. Consequently, librarians, or information professionals, increasingly are combining traditional duties with tasks involving quickly changing technology. Librarians assist people in finding information and using it effectively for personal and professional purposes. Librarians must have knowledge of a wide variety of scholarly and public information sources and must follow trends related to publishing, computers, and the media in order to oversee the selection and organization of library materials. Librarians manage staff and develop and direct information programs and systems for the public, to ensure that information is organized in a manner that meets users' needs."

[Stop talking and Start Doing - Attracting People of Color to the Library Profession.](#) Gregory L. Reese and Ernestine L. Hawkins

[Information on Recruiting to the Library Profession from New Jersey](#)

How New Jersey has done it.

Cataloging Our Profession

Examples of real librarians in Kentucky.

[Profiles of Real Librarians - SLA Kentucky Chapter](#)

More examples of real librarians in Kentucky, what they do and how they got there.

[ALA's Human Resource Development and Recruitment](#)

"To assist in the recruitment of a diverse workforce, HRDR along with other units of the American Library Association, designs and disseminates career materials and encourages participation in career recruitment activities at the grassroots level of the profession."

Recruiting and Support Staff

[Occupational Outlook Handbook - Library Technician](#)

"Library technicians both help librarians acquire, prepare, and organize material and assist users in finding information. Library technicians usually work under the supervision of a librarian, although they work independently in certain situations. Technicians in small libraries handle a range of duties; those in large libraries usually specialize. As libraries increasingly use new technologies—such as CD-ROM, the Internet, virtual libraries, and automated databases—the duties of library technicians will expand and evolve accordingly. Library technicians are assuming greater responsibilities, in some cases taking on tasks previously performed by librarians."

[Library Support Staff Resource Center](#) from ALA

[3rd Congress on Professional Education: Focus on Library Support Staff \(COPE III\)](#)

[Library Technicians' and Assistants' Interest Group \(TAIG\) - So you want to be a Library Technician?](#)

"This page includes: a definition of library science, what is a library technician, where do they work, what does a library technician do, expected salary, where to get training, and a glossary of some common terms."

[Saskatchewan Association of Library Technicians \(SALT\)](#)

Library Technician job descriptions, newsletter

Awards and Scholarships

[Spectrum Initiative from ALA](#)

Established in 1997, the Spectrum Initiative is the American Library Association's national diversity and recruitment effort designed to address the specific issue of under-representation of critically needed ethnic librarians within the profession while serving as a model for ways to bring attention to larger diversity issues in the future.

[LITA/OCLC Minority Scholarship in Library and Information Technology](#)

[LITA/LSSI Minority Scholarship in Library and Information Technology](#)

[ALA/LAMA - Cultural Diversity Grant](#)

"The goals of the grant program are to support the creation and dissemination of resources that will assist library administrators and managers in developing a vision and commitment to diversity, and in fostering and sustaining diversity throughout their institutions; to increase the representation and advancement of people of color in the field of library administration and management and to establish productive partnerships between LAMA and major national organizations representing minority

interests; to strengthen the diversity of LAMA membership, committees, and officers and integrate diversity into all aspects of the Association's work."

[ARL Initiative to Recruit a Diverse Workforce](#)

"The ARL Initiative to Recruit a Diverse Workforce, funded by the Institute of Museum and Library Services and ARL member libraries, offers a stipend of up to \$10,000 to attract students from underrepresented groups to careers in academic and research libraries. These stipends can be coupled with any other financial aid to provide an extra incentive for completing library school as well as providing the opportunity to work in an ARL library upon graduation. This initiative reflects the commitment of ARL members to create a diverse academic and research library community that will better meet the new challenges of global competition and changing demographics."

[Librarians for the 21st Century](#)

"The program supports efforts to recruit and educate the next generation of librarians and the faculty who will prepare them for careers in library science. It also supports grants for research related to library education and library staffing needs, curriculum development, and continuing education and training."

[ALA Awards and Scholarships](#)

"The American Library Association (ALA) is committed to promoting and advancing the librarian profession. To demonstrate this commitment, the ALA and its units provide more than \$300,000 annually for study in a master's degree in library and information studies from an ALA accredited program, or for a master's degree in school library media program that meets the ALA curriculum guidelines for a National Council for Accreditation of Teacher Education (NCATE) accredited unit."

[ALA Grants and Fellowships](#)

[Medical Library Association Grants and Scholarships](#)

"MLA offers a variety of scholarships and grants to assist qualified students in graduate library science programs and to enable practicing health sciences librarians to take advantage of opportunities for continuing professional development."

[Special Library Association Scholarships and Grants](#)

"Each year, SLA awards \$30,000 to at least 5 students who have demonstrated their ability and desire to contribute to the Special Librarian field. Details regarding the different scholarships, requirements, instructions and applications are outlined."

[Ginny Frankenthaler Memorial Scholarship in Library Science](#)

"The purpose of the scholarship is to recruit beginning professional librarians who possess potential for leadership and commitment to service in libraries in the Southeastern United States*. The scholarship provides financial assistance towards completion of the graduate degree in library science from an institution accredited by the American Library Association."

Professional Organizations

[Black Caucus of ALA \(BCALA\)](#)

[African American Librarians and Library Employees Round Table](#) (AALLERT)

A round table of the Kentucky Library Association

[National Diversity in Libraries Conference](#)

[African American Librarians in Kentucky](#). Reinette Jones

[Association of Jewish Libraries](#)

KL-DIVERS Listserv

A listserv exists for those interested in participating in the discussion of how we can recruit new minority librarians to the profession in Kentucky. To join, contact Enid Wolstein at enid.wolstein@ky.gov.

Please contact [???](#) to suggest resources to be added to this page..



Taskforce on Recruitment

What About Support Staff?

While most of the work to date has concentrated on recruiting librarians, we also must recruit diverse and skilled support staff to the field.

To recruit and retain quality support staff, we need:

- Opportunities for advancement
- Opportunities for continuing education and professional development
- Inclusion and involvement
- Respect

Library support staff are essential to providing services in libraries.

Action plans lacking objectives and activities for recruiting staff and paraprofessionals are incomplete.

Libsup-l -- library support staff

About Libsup-l

English (USA)

This is a discussion list aimed at but not limited to library paraprofessional staff. We discuss all library-related or work-related matters. Politics, religion and flame are not allowed.

To see the collection of prior postings to the list, visit the [Libsup-l Archives](#). *(The current archive is only available to the list members.)*

Using Libsup-l

To post a message to all the list members, send email to libsup-l@u.washington.edu.

You can subscribe to the list, or change your existing subscription, in the sections below.

Subscribing to Libsup-l

Subscribe to Libsup-l by filling out the following form. You will be sent email requesting confirmation, to prevent others from gratuitously subscribing you. This is a hidden list, which means that the list of members is available only to the list administrator.

UW community:

If you have a computer account at the University of Washington, and you intend to subscribe to this list, change something about the subscription you already have, or access private list archives, please log in first.

Log in

Once you have logged in, this page will automatically fill in your email address.

Your email address:

Your name (optional):

Would you like to receive list mail batched in a daily digest?

☒ No ☐ Yes

Subscribe

Libsup-l Subscribers

(The subscribers list is only available to the list administrator.)

Enter your admin address and password to visit the subscribers list:

Admin address:

Password:

Visit Subscriber List

For persons outside the UW

If you do not have a UW NetID and want to subscribe, enter your email address and name (optional) below. A password will be assigned to you and sent to your email address.

To unsubscribe from Libsup-l, get a password reminder, or change your subscription options, enter your subscription email address:

Unsubscribe or edit options

If you leave the field blank, you will be prompted for your email address

[Libsup-l](#) list run by [kalnin at u.washington.edu](mailto:kalnin@u.washington.edu)

[Libsup-l administrative interface](#) (requires authorization)

[Overview of all mailman.u.washington.edu mailing lists](#)



version 2.1



[Computing & Communications](#)

help@cac.washington.edu



Taskforce on Recruitment

Education Opportunities for Staff and Paraprofessionals

Lexington Community College, in partnership with the Kentucky Virtual University, offers online undergraduate credit courses in library science designed to meet certification requirements of Kentucky public library employees. The curriculum for these courses was developed with funding from the Institute of Museum and Library Services.

For more information, contact Martha Birchfield:

e-mail: marthab@uky.edu or go to <http://www.uky.edu/LCC/LB/>

Online Paraprofessional Certification Program at Special SOLINET Rates:

In partnership with Lexington Community College (Kentucky), SOLINET brings a paraprofessional certification program to library staff across the Southeast. Designed for individuals currently in or preparing for paraprofessional positions in libraries, the program grants an Academic Certificate in Library Information Technology. The LCC program uses distance technologies to deliver the training; through the agreement with SOLINET, the training is available to individuals from SOLINET member libraries at Kentucky in-state tuition rates regardless of location. [From <http://www.solinet.net>]



Taskforce on Recruitment

Continuing Education...

KDLA and the Certification Program for Kentucky Public Librarians

The Certification Board believes that library staff must increase their skills and knowledge through continuing education in order to keep abreast of developments in the information age. This, in turn, upgrades the library profession, enriches the individual librarian, and promotes quality library service. Thus, the goals of this certification program are:

- to improve library service throughout the state;
- to motivate public librarians to acquire, maintain, and develop their skills through basic and continuing education;
- to recognize public librarians who, on a continuing basis, update their knowledge and skills in order
- to provide better library service to their patrons;
- to improve the public image of librarians and libraries;
- to provide guidelines for public library boards and supervisors to use in selecting and retaining personnel; and
- to aid in structuring library educational programs to better meet the educational needs of librarians

Go to <http://www.kdla.ky.gov/libsupport/certification.htm> for more information.



Taskforce on Recruitment

What's happening now?

KLDivERS: Kentucky Library Diversity Education Recruitment and Support

KLDivERS is partly a continuation of the KSUG Taskforce on Recruitment but also the result of conversations which have been taking place throughout the state about recruitment, diversity, education, and the status of our profession.

KLDivERS is a listserv, an informal and formal group, it's many things. Some libraries and institutions have assigned representatives. Other members participate because of personal interests. Everyone is welcome.

Contact enid.wohlstein@ky.gov to join the listserv.

Concept behind the name:

Think about divers, those who go underwater whether with snorkel or strapped with a tank, to look at things that from the surface might be murky or hidden, reclamation divers who reclaim lost ships and submarines and bring them to the surface, the divers who are treasure hunters and bring back gold and artifacts from the sea...



Taskforce on Recruitment

What's planned for the future?

KLDivERS – Continuing discussions, meetings and communication.

KYVL - Creation of a resource area on <http://www.kyvl.org> for librarians and library staff, information professionals and anyone interested in the library profession. The site will have a Kentucky focus.

Cataloging Our Profession. – Continuing the collection of bios and photos for the resource page on KYVL's website and to create handouts, possibly a bound version of the profiles, for recruitment activities.

Collaborating with state associations and organizations as well as national associations on projects, resources, etc.

Kentucky Library Association (KLA) – Creation of a new committee on diversity, recruitment and mentoring.

Partnering with institutions and library education programs to work on joint initiatives and connect with alumni.

Getting more people involved!



Taskforce on Recruitment

Questions?

What are your ideas?

Thank you!